



RACE EQUITY ADVISORY COMMITTEE  
REGULAR MEETING  
THURSDAY, OCTOBER 6, 2022  
6:00 PM  
COUNCIL CONFERENCE ROOM  
280 MADISON AVENUE NORTH  
+ ZOOM WEBINAR

**THE RACE EQUITY ADVISORY COMMITTEE WILL HOLD THIS MEETING  
IN PERSON AND USING A VIRTUAL, ZOOM WEBINAR PLATFORM**

**MEMBERS OF THE PUBLIC WILL BE ABLE TO ATTEND AT  
CITY HALL OR CALL IN TO THE ZOOM WEBINAR**

**PLEASE CLICK THE LINK BELOW TO JOIN THE WEBINAR:**

<https://bainbridgewa.zoom.us/j/97751595218>

Telephone: 1-253-215-8782

Webinar ID: 977 5159 5218

### **AGENDA**

#### **6:00 CALL TO ORDER**

Roll Call/Accept or Modify August 4, 2022 Minutes/Accept or Modify September 1, 2022 Minutes/Accept or Modify October 6, 2022 Agenda/Conflict of Interest Disclosure/Code of Conduct/Suquamish Ancestral Lands Acknowledgment

#### **6:05 PUBLIC COMMENT**

#### **6:10 POLICE-COURT FACILITY**

#### **6:20 INDIGENOUS PEOPLE'S DAY**

#### **6:30 BAINBRIDGE ISLAND READS FOR JUSTICE**

#### **6:35 REAC VACANCY**

#### **6:45 SUBCOMMITTEE PROGRESS**

- A. Law and Policy –
- B. Events and Outreach –
- C. Training and GARE –
- D. Strategic Plan –
- E. Finance –

#### **7:00 REAC SUBCOMMITTEE ROLE CLARIFICATION/EXPECTATIONS**

#### **7:05 CITY COUNCIL MEETING REPORT**

#### **7:10 REAC Items**

- \*Joint meeting with Bremerton REAC
- \*Status: Race equity work plan and budget
- \*Status: REAC 2023 Work Plan review and presentation to
- \*Zero-Emissions Pilot Project feedback to City
- \*Onboarding with new members

#### **7:25 GOOD OF THE ORDER**

#### **7:30 ADJOURNMENT**

**REGULAR RACE EQUITY ADVISORY COMMITTEE MEETING  
AUGUST 4, 2022**

**MEETING MINUTES**

**CALL TO ORDER**

Present: Clarissa San Diego, Deanna Martinez, Frank Jacobson, Jing Fong, Peggi Erickson, Renni Bispham, Savanna Rovelstad. Liaisons: Councilmembers Brenda Fantroy-Johnson and Clarence Moriwaki  
Excused: Eric Stahl

Amendment to June 16, 2022 minutes to correct spelling of Juneteenth speaker names (Darkeim and Izaya).

**MOTION:** I move to accept the modified June 16, 2022 minutes.

**Peggi/Frank:** The motion carried unanimously 7-0

**MOTION:** I move to accept the July 7, 2022 minutes as written.

**Peggi/Frank:** The motion carried unanimously 7-0

**MOTION:** I move to accept the July 25, 2022 minutes as written.

**Peggi/Frank:** The motion carried unanimously 7-0

Amendment to August 4 agenda added Brandi Bispham to speak about Community Reads.

**MOTION:** I move to accept the modified August 4 agenda as amended.

**Peggi/Frank:** The motion carried unanimously

No conflict of interest was disclosed.

**PUBLIC COMMENT - none**

**ZERO-EMISSIONS PROJECT (Chris Wierzbicki, Public Works Director and Autumn Salamack, Climate Action Officer)**

Ellen: We are eager to talk about the city's using for the first time a race equity toolkit for a potential city policy and new program. This is a suggestion that came from the Race Equity Advisory Committee. We decided to use a framework provided by GARE and want to step through it with you so that we can learn from you and see if there's anything missing.

Autumn: Our climate action plan has a variety of specific actions to our overarching goal to reduce greenhouse gas emissions. One of the actions looks at hand-held tools that primarily use gasoline and diesel and convert those to electric, zero-emission tool sets that can be plugged in and recharged with batteries. The goal is to be carbon-neutral by 2045. This action helps us meet our goal, plus it will decrease noise pollution and has health benefits for the user and for those who live near where those tools are used.

Chris: The hand tools we're looking at being used by city: hedge trimmer, weed whackers, leaf blowers, chainsaws. We're not looking at lawnmowers because there are not electric compatible. Equipment is hard to get at this time. We ordered new equipment in January and we still don't have them. We purchased two of each type of equipment. Our goal is to roll them out to staff and see how well they perform.

Questions concerning time, duration, staff, resources:

- Does it take staff longer to do the work because it functions differently than the gas-powered?
- Do we need more people to do the work?
- Will it take longer to do certain tasks?

- How long will the tools last with the batteries they're supplied with?
- How often do they charge?
- How much time can equipment run with the batteries?
- Do we need mobile charging stations on some of our rolling stock or fleet? In our operations facility overnight? It's really about how long the batteries last.

The goal is to learn about using the equipment over a period of a couple of months, then determine how it will change the course of the next biennium to replace all of the equipment.

Other questions looking ahead:

- What would this similar program look like if we required all residents and contractors to use only electric equipment? How would we do that? What would the impacts be?
- What have we learned from other communities who have done this?

We're really at the beginning of looking at this program. This seemed like a good opportunity to walk through this tool kit, have a discussion about how to answer these questions, and just get a feel for doing this kind of work.

Deanna: Has the city considered the use not only of batteries but also the extracted materials of those batteries and how they're affecting Black, Brown, and Indigenous people in other countries?

Has the city considered engaging with the tribe or any indigenous land tenders that understand how to manage the land without the use of weed whackers and blowers because the truth is that anybody that's worth their weight and has any knowledge of growing anything understands that the forest floor is much better protected and the environment is much better when things that have fallen to the ground are just left decomposing, feeding the soil.

The truth is that the weed whackers and blowers are just part of the culture and in the ideas of perfection. Everything has to be perfect. Everything has to be trimmed. If the city wants to understand some of these cultural values, they should dig a little deeper into colonial practices and see how we got there. We can start to understand how to move away from some of these things (current practices) and see that there are more solutions.

Chris: The one thing that we have to take into consideration is that there are some places where there are leaves and branches that we have to be careful of for public safety.

Deanna: I'm not advising that y'all go to the tribe and have them do labor. I'm advising that you build relationship with tribe. When we talk about "land back" – it doesn't just mean giving back land, it also means giving up some power and acknowledging and understanding that Indigenous and Native people from an area understand the land, much more than we will ever. They have a relationship with the land much more than someone with a science degree.

Jing: I was looking at the race equity impact of this program. Chris, you mentioned that the financial impact to the city would be minimal but the financial impact to landscapers would be greater. Most of the landscapers, the folks crossing the bridge are Latinx or Mexican. The cost to replace this equipment would be a lot. And so, if there was to be a mandate, I hope that there would be some sort of financial assistance or gradual rollout of the program. The questions you're asking: How much time does it take to complete jobs using gas-powered tools versus battery-operated tools? Landscapers may not have access to charging batteries overnight or on the job. It might be helpful to pilot this with landscapers before you roll out a public mandate.

The other question is who do we need to talk to and how do we identify them? The point of outreach is not to deliver information like an edict but to communicate to understand, to work with, and to inform. This will take some thought.

Lastly, it's not just the city that landscapers will have to deal with—it's also the people who hire them. They're going to need some education, as well, including on what Deanna was talking about with other ways to maintain their property. If they make some adjustments, it will be much easier on the landscaper who is often in this untenable position of having to take orders.

Deanna: If y'all don't play this the right way, it could end up harming rather than doing something for the environment. They (landscapers) are quite honestly hired here because people want to get cheaper work. I've seen horrible nasty notes left on their trucks, telling them the most horrible things for making noise. There is no blame put on the property owner.

It would be a thoughtful thing to consider those who are going to be affected, not just financially. They (property owners) need to have a cultural shift here. They need to be thinking about how to do things differently. I'm not saying you're doing this, but if you do this (program) without this part, I imagine for those people who leave those notes, in their way of thinking, they would have the city's backing in their belief system. History informs and we have to go beyond that.

Peggi: I think we have to bring people who are impacted by these policies into the decision-making process. How do you do that?

I only have 7/8 of an acre and I don't think there's an electric mower that can do what my Honda can do. I already feel impacted by these decisions. There are a lot of people out there who make their living (using these tools). People on the island have to realize it's going to cost them money to maintain their yards, to bring people in, because it's going to take longer; you have to charge things.

Is the idea that you have this pilot project, create a report, and then try and figure out how to roll out the program to the public?

Chris: It's really to inform our own practices and purchases, not that it couldn't also inform a roll-out to the community in some respects. Its intent is really more on internal.

Ellen: We're kind of talking about two different projects. Chris is leading a project to help move city processes more towards a lower carbon use profile. Once we can actually get them the equipment, we'll be able to experience using them. We're doing this in response to a couple of things: one is a desire to continue to improve our processes, where we can. It's called for in the Climate Action Plan, which was passed by the City Council not only for the city, but community-wide. We're starting with what we control. We, the city, are working on our own stuff first. We want to know how hard or easy is it? How much does it cost? What are the changes that we need to think about?

And then, Autumn is working on implementing the Climate Action Plan, which has been passed by Council. We're trying to add a race equity lens to this decision as we work forward. Chris is really just responsible for the public works employees who are using equipment and helping inform us. Autumn is working with the Climate Change Advisory Committee and city staff to understand the Climate Action Plan and where this fits in.

This conversation has been really helpful to get a perspective that is different from the one that went into the first set of decisions. It would be helpful for us to look at these questions (provided on sheet from Autumn) and see if this helps us get where we want to go. .

Peggi: I'm wondering if we can take some time to create some written feedback.

Clarissa: A lot of initiatives have been going electric and especially electric cars. The initial electric cars' batteries are now dying and a lot of times those batteries end up in landfills. The environmental impact of that is counteractive.

I was wondering if you're looking to battery disposal and also while you're looking at different equipment are you understanding the life cycle of each brand? Also is there some sort of battery recyclable program for that particular brand?

Autumn: We're definitely thinking about this. Even with car batteries, they can be repurposed. The end of life is certainly part of the evaluation.

Deanna: I wonder when are we going to decide that we're all willing to actually give up something in order to have what we say we want. If you want your perfect everything and your big plot of land and you don't want to give up what it's going to actually take ... I don't know how to listen to those folks that saying this place is a protected or we're going to protect that, when it's really the day to day letting go of cultural habits that have gotten us here.

Frank: You can't just go nibbling at the edges. The point is that if you want to make an impact, the person has to actually make a painful sacrifice that completely changes the orientation.

Peggi: Are we actually trying to balance the mistakes of the past, in terms of fossil fuel use, on the backs of people of color?

Renni: I can't speak to why we're doing it in terms of the past, but you can be sincere in motive and still do some harm. Also, if you're going to spend money, is there something else you could do? There was a NY Times article on crevice plants. You can restrict use of water on Mondays Wednesdays and Fridays. What else can you do that has a life impact?

Autumn: That's a great question that we could add to this list. Looking back at the goal, is that the right activity?

Deanna: Are you looking at organizations or businesses that are using more (water)? I don't know if the golf course or other landscaping uses an extraordinary amount of water. I would say that that's a good place to look, as well.

Jing: Just to clarify, when REACS looks at this again (the questions and the lens), we are going to be looking at the city's pilot program?

Chris: The roll-out to the larger community. If the goal is to reduce carbon impacts of gas-powered hand tools in the community, what is a tactic to reducing the carbon emissions, but also the health impacts?

Autumn: We're concerned about greenhouse gas emissions, but because greenhouse gas emissions (air pollution) has serious consequences, especially for the people who are most closely using those tools.

Renni: I really appreciate getting in on the issue at this early stage. Maybe this will start a trend. What's the timeframe for getting back to you?

Ellen: By the end of this calendar year would be really helpful to have some feedback.

Peggi: Should we send these thoughts to one person?

Autumn: We're going to take this scenario and these questions to the Climate Action Committee. One of the primary goals for Climate Action Plan was to create and implement actions that were meaningful and equitable.

Jing: For everyone who's watching and for everyone who's said, *Why are we talking about race? Why do we talk about racism?* This is a great example of why we talk about this. Thank you so much to the City for being willing to just dive in and start doing right now.

## **BI READS**

Brandi Bispham, Woodward MS teacher and representing BI Reads for Justice: I'm here tonight to ask if you will give us the green light to give you a proposal at your next meeting.

We have a group of people who proposed to create a nine to ten months island-wide book study that will consist of reading a carefully selected book using scheduled and structured conversations, but also film presentations and panel discussions that would supplement this book.

We would reach out to more groups on the island, asking if they would also fit into our structure timeline perhaps bringing in relevant performances or exhibits.

We believe that this is an excellent way for all of us to grow together in unity and talk about topics that are deeply meaningful and relevant.

We'd like to partner with REAC for this and would like REAC to consider being the umbrella under which we might fall. We would look to you to give us any direction or questions or thoughts that you might have. We're not looking to add more work to your plates. We're willing to do the logistical legwork for the organizing and making this happen.

If you would give us the green light of your interest tonight, we could ask to be on your next agenda so Laura and Jana could present a draft proposal and a draft timeline to you.

In addition to speaking with you tonight we're speaking with our different communities and trying to be as intentional and respectful as we design this. Our intent is to grow as an island community and not cause harm to any groups or individuals.

Also, our city manager Blair King reached out and asked to meet with us and to set up a meeting to discuss this on August 30. He was pleased to know that we're speaking with you in hopes of a partnership.

And finally, our suggestion is that we begin this first year with the book *Stamped* by Jason Reynolds. This is the young adult version, which is also part of the school district's eighth grade social studies curriculum. Other cities such as Coronado, California have read the adult version *Stamped From the Beginning*, which is excellent and also very long, quite dense.

There was some community pushback this past school year using this young adult version, so we think it's a great first choice for discussion. It will help everyone see and understand what's happening in our classrooms.

if you have any questions or thoughts that you'd like to share with us, our email is [bireadsforjustice@gmail.com](mailto:bireadsforjustice@gmail.com)

**MOTION:** I move that we give BI Reads for Justice the green light to bring forth a proposal.

**Peggi/Deanna:** The motion carried unanimously 7-0

## **CITY COUNCIL REPORT ON ADVISORY COMMITTEES**

Ellen: I'm reiterating the request that people who have time give me some feedback on a rough estimate of the amount of time you spend on REAC and REAC-related activities, a short list of the things that are going great and a short list of the things that aren't so wonderful and why. I'm gathering this information for city council on all of their advisory committees.

## **DEBRIEF ON SPECIAL MEETING ON POLICE-COURT FACILITY**

Peggi: I had an action item to talk to Marsha Cutting about the courtroom. She said that having some automatic access would be good. Not everyone can reach those buttons. If there's anywhere where people ought to be able to show up with their full dignity, it is a courtroom.

Jing: I can forward those comments to Chris.

Jing: We had the first conversation about the art selection process with Steve and Inez with the Public Arts Committee. We shared some resources including our talk with City of Lynnwood's selection process for their justice center. They had a Call for Artists and had a mental health expert on the panel.

PAC is looking at outside spaces, exterior places to gather, seating areas. They acknowledged that they are not familiar with the interior building or where art can be installed. They also inquired about who on REAC might be interested in serving on PAC. If you're interested in this, please be in touch with Steve.

How are they planning to invite community into the process?

Peggi: There will be a Call for Art. I think they're open to ideas about how that process would work.

Deanna: There are community members who have ideas and are deeply invested.

Jing: I think the process is still very open. I told PAC that we would share ideas from the community. We talked about themes of justice, healing, community and that that art can serve multiple purposes, including reflection.

Ellen: In terms of what's going to be outside that is not currently in the design, we have to see what could be incorporated at this juncture in the design. What are the constraints and what are the opportunities? In terms of choosing art, the Public Art Community typically takes recommendations to the city council and the city council makes the final decision.

Jing: PAC is looking to REAC to see if a member would like to serve on its committee. This is a separate activity from the art selection process. They're also interested in connecting with artists from underrepresented communities.

Ellen: PAC is a little different from REAC. They're part of the Arts & Humanities organization so they're not constrained by nine seats and their appointment process is on a rolling basis.

Deanna: Sometimes we can get stuck on what something is. What is art? I hope when there is a Call for Art, they consider what is art beyond Bainbridge Island or what dominant culture sees as art. As an artist, I like the idea of art having functionality and feeling. In that space, calm, peace, soothing. Beyond sculptures and pictures on a wall, what kind of art could be brought into that building that would bring out those feelings? For the people who unfortunately have to be in the building and for the people who work there so they can respond to those people in the best possible way.

Jing will take suggestions from REAC and the community to PAC.

What is the process for art selection in connection with the architect?

Ellen: PAC has had their eye on this building for a long time but they don't have a concrete plan yet. This is a great starting point for everyone to embark together.

## **7:10 PM SUBCOMMITTEE PROGRESS**

A. Law and Policy – Nothing to report.

B. Events and Outreach – Clarissa

We are planning for Indigenous People's Day and will be meeting with Gina Corpuz at the end of the month.

C. Training and GARE – Peggi

\*COBI staff is currently training with Scott Winn (GARE trainer). The four-hour training is mandatory for all city staff and can be taken over a three-month period. Cohesive, opportunity for shared vocabulary and thinking. Council members have been invited to participate in that staff training.

\*New REAC members: Coordinate with HR for the "Building Racial Equity" basic training.

\*Race Forward conference (November 17-19, Phoenix) In-person. \$550. Virtual. \$200. 5+ 15% discount. If you attend, you will be responsible for the fee. It is atypical for staff and committee members to attend more than one conference a year.

\*GARE info session is at 1 pm PST, Aug. 23 for new members. Free.

\*REAC and Council shared training. A shared learning experience would be valuable. The third in the series of four, called Decisions for Racial Equity, encourages small groups. You have to take the first course before you sign up for this

REAC can't get together with Council as a group because of the quorum.

Deanna: Folks have to want to do it. They have to come to that decision themselves. There are no shortcuts. Past my lived experience, in my actual training, I had to do all the same things, learn all the same things and understand all the same things.

Peggi: Jon, Leslie, Kirsten are interested. Kirsten would like to take the "Decisions for Race Equity" in person.

Ellen: I spoke with the Race Forward training coordinator. We're a public agency in the state of Washington so it needs to be a public meeting. It's not the best setting for this training. This means we would have to have three sets of training (quorum) and pay for three sets of training. It's a pretty significant financial decision, \$45,000-\$50,000, to have that many training sessions. It would probably go to Council, in the context of the budget, which is proposed, at the end of September. Overall general budget is \$18 million.

Renni: What you say is important is not definitive of what's truly important to you. It's where you put your money. I'm definitely interested in working with city council in three separate meetings (groups) for that shared experience. It would be beneficial. Not sure of the exact steps.

Peggi: Our original plan was to have GARE come in with four courses for \$45,000. We didn't spend that money and it expired. We didn't get a response year after year and that history is important.

Ellen: One of my responsibilities over the next couple of months is to provide information about where we might go. We've spent three years now with the Race Equity Task Force and Advisory Committee and the City needs to continue to plan on where we're going to go. Everything that's planned well has a better chance of working out. Right now, we have three sets of recommendations from the Race Equity Advisory Committee that are in various stages of response and I'm hoping that we can combine all of those. I can bring it back to you and share it with you, and then we can have that conversation with the Council and decide where the spending decisions match up with the requests and items.

Jing: These trainings are not just about work, they're really personal. You interact with the information and the people very differently when the cameras are on. As an individual participating. I would hope you would participate with eyes wide open, heart wide open. If you know you're being recorded, it really stifles the process.

Deanna: It is my opinion that we've been in abusive relationships with the city council in the past and even now. We're getting better in our relationship. We're seeing the city, the staff, the city manager respond more. But the truth is that there's a history. Without accountability, without acknowledging those things it's very hard to move forward.

Relationship starts with trust. There isn't a lot. We try to be respectful. We try to be cordial. We try to continue to build relationship. I think that you can see it come out in emails between us, the questions that we have, in the responses. There's an opportunity for us to build some of that trust with the city council. I think that that could be really important and crucial to believing that the Council and the city are serious about prioritizing the things that they said that they're serious about.

#### D. Strategic Plan

Clarissa: We've been working on questions we'd like to ask community leaders for the listening sessions. The goal is to collaborate more and get multiple perspectives.

Some of the questions being considered include:

- Tell us about your community. What are you proud of? What are your current challenges?
- What has been your family's experience on the island?
- What would you like to see in your culture celebrated?
- What is something about your community that you'd like people to know?
- What's a common misperception of your community?
- How can REAC support you? That would be up to us to help figure out ways, provide examples.

There's an Excel sheet on SharePoint with lots of community organizations. Look at this—if you happen to know someone on the sheet, indicate this and please add more communities if they're missing.

Work plan prioritization.

Clarissa created an "Impact & Effort" matrix, taking activities and strategies from the work plan. Effort= \$, how many people it takes, coordination with the city.

Impact=timing and # of people. What's cool is there are quite a few activities that are low effort high impact that we should focus on.

Clarissa will send link to Brenda.

Renni: Where is the sweet spot?

Clarissa: If I were to approach this like a business and also understand what our purpose is, I would proceed on what are all the things that are high impact and then try to understand what the effort is, understand what our current practices are, see what are the most impact based on that (effort) and then start choosing the lower efforts. Go from left to right at the top (high impact to low impact) then back down, left to right (low effort to high effort)

E. Finance – Nothing to report.

#### **CITY COUNCIL MEETING REPORT (Renni)**

Next up: Aug. 9 (Deanna and Eric).

The 2022-23 schedule is up (created by Renni).

Two people per meeting. You can always watch the meeting later. There's a summary online that covers the decisions and discussions.

July 26 highlights:

- An Urban Fellow, Ellyze Francisco, a woman of color, from Georgetown, will join the City Manager's office in September for nine months. Paid internship, 4 days/week. Bainbridge was one of 12 cities selected for this.
- Ordinance on density bonus (Bethany) requires more thinking and moved to August agenda.
- Considered and approved a request to direct \$62k of revenue plan funding to ADA transition plan.
- Councilmember Fantroy-Johnson requested to schedule a discussion for the appointment of Olivia Hall on August 9.

Brenda: We beat that to death and I'm hoping that moves forward. Normally our process is to talk about something twice, and then we take action on it. We'll see where the Council is on that. I am going to make a motion that we vote on it.

There is an ad hoc committee with Councilmember Moriwaki, Hytopoulos, and Schneider to talk about the process and to make sure that we have clarity on it.

### **REAC Items**

\*Standing meetings with Blair King and Chief Clark

Chief Clark: Second Thursday of the month. 4:30 p.m. Aug. 11

Blair: Last Monday of the month. 4:30 p.m. Aug. 29

\*Joint meeting with Bremerton REAC

Dates for consideration: Oct. 20 (Thursday), Oct. 24 (Monday).

Bremerton REAC meets second Thursday of month.

Are we going back to two meetings in September?

Ellen: It's typical for advisory committees to meet once a month—that's where you started. It would allow some additional flexibility if you wanted to schedule additional meetings.

Deanna: There are a lot of hours and that's not even considering the headspace that it takes it up. I'm not willing to give any more. I know why we came to the decision, but I also knew that it was not sustainable. It's definitely not sustainable when we are still realistically in a position where we are not 100% sure where the Council and the city are going. I say that not to shame or be punitive. As long as I personally am hearing reports back that city council members saying things publicly like "I don't know what REAC does" or "REAC is disorganized."

Council members are paid positions and I volunteer. If you have an understanding that BIPOC people are basically getting all the bad things—impacting climate and violence—you know all of it at a basic bare minimum, have gone to GARE training, and you still wake up and decide that you're going to go to a coffee shop in a power position to say things against REAC, your committee that you chose to advise you, to the public. There's a problem there.

When I hear things like that I'm not giving anymore because what I have to give is a gift. Every single one of these people has given their time and some of us have gone to great lengths, both financially and with time, to learn these things that we're doing as gifts, as a service. I understand my own value and I understand my work, what I have, and what I don't.

I'm not going to beg anybody anymore, to hear that, to change that, to listen, to grow.

I personally am now in a position very different than I was when we decided to double up on every single meeting. I am in a position of no, no more.

Clarissa: I feel like meeting once a month with the caveat that we take advantage of our collaborative platforms. There's a lot of planning and updating that can be shared on these platforms.

Jing: Ellen, how can we use these platforms to make final decisions without having special meetings?

Ellen: I just made myself a note to think about that because it is really part of the Race Equity Advisory Committee's charge to do these things in public and to accept public comment from communities. That specifically means we make decisions in public forums.

Clarissa: What about a public SharePoint subsite?

Ellen: I'm very willing to learn about that. Right off the top of my head that doesn't sound like something that we typically do. Maybe there are things that we can do and acknowledging that the Public Meetings Act is pretty out of date.

Renni: Once a month feels more sustainable. There are other things we can do to cut down on our time like be more efficient when we are together. We don't need to repeat something that somebody said.

Deanna: I agree and I also believe that when one of us says something, that we have support. There's a lot going on, whether that's in the newspaper or city council public comment. I want to be very authentic and to say what I need and then if somebody else shares that or vice versa, then viewers or whoever gets to see that more than one person that feels this way.

Renni: We have to have a balance. We should figure out how we can do all of that in less than 2-1/2 hours.

Deanna: I understand that the time is important. I do not feel that I would be doing my duty as a multiracial person with Indigenous roots if I didn't say that other cultures do this differently and how important it is to hear from people.

Frank: I move that the meeting be on the first Thursday of the month so that if we have to have a special meeting, we can do that later.

**MOTION:** I move that we have one meeting a month on the first Thursday of the month with lengthened time to be determined.

**Peggi/Deanna:** Unanimously approved 7-0.

\*Update: Timeline panel in city council chambers (Ellen). Nothing to report.

\*Update: Race equity work plan and budget (Ellen). Nothing to report. Will work with Renni, Savanna, and Jing to report something at the next meeting on Sept. 1.

\*Farmer's Market – Sept. 10. Jing, Frank, Savanna. Shifts: 9-noon. Noon-3 for breakdown. \*Room for one more.

## **GOOD OF THE ORDER**

Clarence: 10<sup>th</sup> Anniversary of Akio Suyematsu Day. Aug. 19 and 20 @ Historical Museum. Sponsored by Friends of the Farms. Akio was a Bainbridge Island resident who passed away 11 years ago. He ran the longest continuing-operating farm in Washington state. He was also a World War II veteran of the military intelligence service. The historic house that's still standing there may be the only house left where army troops picked up people on March 3.

Peggi: Are members of police required to take equity training?

Ellen: Yes.

Renni: We are getting things done! It may not be moving as fast as one wants but we are getting mandatory training for city staff and police. Council members have gone to training. We've gotten signs up. We got in on the beginning of the process for the Zero-Emissions Pilot Project. I would love us to change that narrative that we don't do anything.

Deanna: I will not be here to give that narrative. I will be helping from the sidelines. I will continue to do the work, I just need to do it more sustainably. I do deeply appreciate working with you all and making those connections.

I will be making my exit. Don't expect me to be any less quiet.

## **ADJOURNMENT 8:46 PM**

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Co- Chair

Date

**RACE EQUITY ADVISORY COMMITTEE  
REGULAR MEETING  
SEPTEMBER 1, 2022  
MEETING MINUTES**

**CALL TO ORDER**

Present: REAC members: Renni Bispham, Savanna Rovelstad, Clarissa San Diego, Frank Jacobson, Eric Stahl, Jing Fong, Olivia Hall, Eric Stahl, Deanna Martinez (remotely).

Liaison: Clarence Moriwaki

**AGENDA**

Clarissa moved, Jing seconded, to amend the agenda to replace Zero Emissions Pilot Project Feedback with discussion of REAC work plan. Motion passed unanimously.

No conflict of interest disclosures were submitted.

Olivia was welcomed to the committee. Olivia thanked the community voices that were heard during the appointment process.

Thank you, Deanna Martinez for your service.

**PUBLIC COMMENT**

Rachel Reese welcomed Olivia Hall and expressed gratitude for Deanna.

**CITY COUNCIL REPORT ON ADVISORY COMMITTEES:**

Deputy City Manager Ellen Schroer presented results from the city's survey of advisory committees. Five REAC members provided feedback. Members report spending between 15 and 65 hours per month on REAC work. Reported achievements include training that both REAC and staff have received/are receiving; our events, including the Juneteenth celebration; and participation in selection committees. Reported challenges include more early and effective communication and engagement with the City.

**STRATEGIC WORK PLAN UPDATE:**

Clarissa presented an update of the plan submitted in May. It has not yet been approved and should be updated to account for new people and new events.

Jing suggested adding department heads to the "Key Partners" component.

Proposed future subcommittees include Ethical AI & Technology.

Clarissa presented a matrix that identifies tasks by strategy, tactic, and activity with reference to status, steward, timing, budget and resource allocation]

Activities: We should consider outreach to visitors to the Island.

DCM Schroer: the city budget process starts at the end of September. It's usually keyed to the calendar year.

This seems like a plan to take REAC through 2023, maybe into 2024.

Part of the plan could be affected if the City hires an equity officer.

Clarissa: our updated events and planning budget is \$20,150. The prior submission was for \$10,900.

Council member Moriwaki praised the committee for the thorough presentation and plan, which is as complete as anything we've seen from an advisory committee.

Plan will be referred to Strategic Planning subcommittee for refinement and final presentation in October.

## **BAINBRIDGE READS PRESENTATION**

Janna Cawrse Esarey presented an update on the BI Reads for Justice plan. The outreach committee sent materials to Savanna. They met with the City Manager this week. He is excited about the proposal and suggested giving REAC a budget to fund it.

One change: instead of a school year September to June program, the City Manager suggested a 6 month "BI Reads for Justice," followed by one that the community votes on. They would like an advisory team that coordinates with communities of color. Meetings would be online and in person, mixed and affinity group focused.

The Book is Stamped.

City Council will be discussing at its September 13 meeting.

Referred to Events subcommittee to oversee.

## **HOUSING ACTION PLAN SURVEY**

DCM Schroer: this survey, for the local Housing Action Plan, has been distributed to the community at large. Hoping that as many people as possible answer it. Please share with your networks.

Renni: City needs to work with community leaders to get it out there. Just emailing it out is not enough. Let's utilize our lists.

Ellen: it's on the website, social media, farmer's market other channels.

## **SUBCOMMITTEE PROGRESS**

### **A. Law and Policy**

Eric reported that the subcommittee discussed the following items as its agenda for coming months (to be adjusted as determined by events):

1. Police/court facility – "soft" changes/art and facility name
2. Continue working with City Manager on developing race equity policy, tool kit and hiring DEI officer, and incorporating/adopting race equity policies
3. REAC membership issues: Recruiting, application and interview process, onboarding new members, "offboarding"/transitions
4. Police/community relations (including use of force policy, outreach to BIPOC communities, incident review process)
5. Contractor/WMBE issues – assuring RE considerations in future contracts
6. Liaise with affordable housing plan as needed
7. Review of BIMC

### **B. Events and Outreach**

Clarissa presented on 2022 Indigenous People's Day Celebration, Oct 9 or 10 at The Barn. Time tbd. The event will celebrate and honor first inhabitants of BI through educational activities.

Based on meetings with the Indopino community.

Event will feature a drum making workshop. Securing a chief from one of the local tribes to facilitate.

Will include screening of the film "Honor Thy Mother"

BARN Program Director Jess Henderson spoke. Barn is offering to donate the space. Restriction is space is limited to 60 people.

Budget is \$3405. We are asking for the \$1,500 the City has allocated for the event to the Indipino Community (which is participating) plus an additional \$1,905 from the City. Also exploring possible sponsorship.

Renni: how do we generate volunteers? Clarissa: BARN is interested and has people available.

Eric asked what the process is for requesting the funding.

DCM Schroer said she will discuss with the City Manager.

Eric moved, Olivia seconded, to request the city to allocate \$3,405, including the 1500 already allocated, for this event.

### **CITY COUNCIL MEETING REPORT**

Deana: Olivia's appointment was approved. The Council also approved certain "hard" changes to the police/court facility.

### **REAC ORGANIZATIONAL ITEMS**

--Olivia is joining Events and Outreach subcommittee and Law and Policy (as "adjunct")

--Renni: we have a lot to keep track of and need to start using the COBI Outlook calendar. Each Committee should post its meetings/events to that calendar. Send any specific requests to Eric

--Farmer's Market: Olivia volunteered for 9/10

--Joint meeting with Bremerton REAC needs to be in a physical location. We can't host on Oct. 28 DCM Schroer is checking on 10/20, or possibly 10/24 as an alternative.

--Jing asked about the status of the City race equity plan. DCM Schroer: it's getting folded into the budget but also should be synched with the updated the strategic plan. There should be one overall plan.

### **GOOD OF THE ORDER**

Renni: reminder that we have shifted to one meeting per month. We should be mindful of the length of those meetings. I would prefer meetings like tonight's where we got through everything in 90 minutes. Length should not be more than two hours.

Brief discussion on the fact we have an open position. Should we encourage a youth applicant?

**ADJOURNMENT 7:30 PM**

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Co-Chair

Date



## Race Equity Advisory Committee Code of Conduct

The Bainbridge Island Race Equity Advisory Committee encourages community attendance and participation. We are committed to providing a safe environment free from discrimination and harassment.

We ask all meeting participants to embrace our values of equity and inclusion and to conduct themselves in a manner consistent with these values. Please be prepared to participate in courageous conversation. Stay engaged. Agree to experience discomfort. Feel welcome to speak your truth. Expect and accept non-closure.

The Race Equity Advisory Committee has assigned two designees as the first point of contact for anyone who thinks that they have experienced discrimination, harassing or otherwise unacceptable behavior during this meeting. Please contact a designee if you have any concerns.

Today's designees the Chair and Vice Chair.



# dx<sup>w</sup>səq̓wəb

PLACE OF THE CLEAR SALT WATER



## LAND ACKNOWLEDGEMENT STATEMENT

“Every part of this soil is sacred in the estimation of my people. Every hillside, every valley, every plain and grove, has been hallowed by some sad or happy event in days long vanished.”

*Chief Seattle 1854*

We would like to begin by acknowledging that the land on which we gather is within the ancestral territory of the suq̓wəbš “People of Clear Salt Water” (Suquamish People). Expert fisherman, canoe builders and basket weavers, the suq̓wəbš live in harmony with the lands and waterways along Washington’s Central Salish Sea as they have for thousands of years. Here, the suq̓wəbš live and protect the land and waters of their ancestors for future generations as promised by the Point Elliot Treaty of 1855.



# SUQUAMISH TRIBE

